

Women's Center

OFFICE FOR EQUITY AND DIVERSITY

2019-2020

Annual Report

Women's Center

Office for **Equity and Diversity**

UNIVERSITY OF MINNESOTA

62 Appleby Hall, 128 Pleasant St. SE
Minneapolis, MN 55455

womenscenter.umn.edu
@mnwomenscenter

OVERVIEW

The University of Minnesota Women's Center was founded in 1960 as the first campus-based center of its kind in the U.S. In 2020, the Women's Center began a year of celebration, education and advocacy in recognition of its 60th anniversary.

Our Mission: The Women's Center advances gender equity across identities. We educate and inspire feminist leaders, advance an empowering intellectual environment, and advocate for an equitable University culture and community.



OUR VISION

The Women's Center envisions an equitable university in which all people share collective responsibility to promote mutual respect and success for everyone.

WORKING DURING COVID-19

As our communities were deeply impacted by the global COVID-19 pandemic, in addition to ongoing justice uprisings following the murder of George Floyd in Minneapolis, the Women's Center continued its efforts to advance intersectional gender equity while working remotely and offering programming in virtual formats.

While some programming was postponed until the 2020-2021 academic year (e.g., the annual Networking for Indigenous Women and Women of Color in STEM event; the spring Feminist Friday on reproductive justice and immigration; and the Radical Roots Symposium for Indigenous Women and Women of Color students), Women's Center staff worked to offer thoughtful means of virtual engagement via online platforms and social media.

EDUCATE AND INSPIRE FEMINIST LEADERS

Continuing Leadership Development

While the **Women's Leadership Institute** (WLI) is offered every other year, we returned to offering educational, development and community-building opportunities for WLI alumnae and beyond.

In addition to offering a session on conflict fluency entitled, "Minnesota Not So Nice: Successfully Navigating Challenging Personalities," a WLI alumna led the creation and development of the new **Gender Equity & Media discussion group**. The group began after the onset of the pandemic, and was offered virtually throughout the summer,

and focused on a variety of topics including: gender in a changing world, intersectionality and feminism, and reproductive justice. Attendees included staff, faculty and students from across the U of M system.

Women's Center staff alumna Luna Allen-Bakerian presented the fall 2019 **Feminist Friday** entitled, "Rad Money: Muddling The Conversation on Personal & Community Finance," and we piloted a new program called **Chatty Wednesday**, a monthly informal discussion located in our student lounge space.



This was such an innovative approach to resolving conflicts in the workplace and a great exploration of some of the issues women may face when they are in positions of leadership.

— Workshop Participant, "Minnesota Not So Nice: Successfully Navigating Challenging Personalities"

ADVANCE AN EMPOWERING AN INTELLECTUAL ENVIRONMENT

Exploring Healthy Masculinities

As a part of its return to an exploration of healthy masculinities as an important component of gender equity, the Women's Center hosted a live recording of the new podcast, **"What's Good, Man?"** Held in October, the podcast provided an opportunity for 130+ people to imagine the future of masculinity: What will it take for men to meaningfully contribute to a future free from gender violence, misogyny, and the kind of controlling, insecure masculinity that hurts so many people of all genders?

Education and Training

The Women's Center continued to see an increase in requests from departments, units and groups for trainings, workshops and consultations. Some of these educational offerings on and off campus included:

- **Understanding & Advancing Gender Equity**—offered 6 times as a part of the Office for Equity and Diversity Certificate Program
- **Learning to Unlearn: Reflecting on Our Biases**—presented by graduate intern Keetha Vue to student group DISHA

On October 31st, Women's Center Director Anitra Cottledge and Assistant Director Uyenthi Tran Myhre presented at the 2019 Minnesota College Professionals Association (MCPA) conference. The conference theme was "Access in Higher Education: Navigating the Barriers." Cottledge participated on a panel, "Yes, I'm In Charge: Experiences of Women of Color Administrators on Campus," and Cottledge and Tran Myhre presented a workshop, "Supporting Indigenous Women & Women of Color Students & Staff at PWIs."



ADVOCATE FOR AN EQUITABLE UNIVERSITY

Advocacy Across Campus

- Lactation Advocacy Committee
- President's Initiative to Prevent Sexual Misconduct - Department Development Committee
- Women and Girls of Color and Indigenous Women and Girls Initiative
- Women's Faculty Cabinet

New Awards

- **Changemaker Award** — recognizes group- or department-level visionary, innovative, and collaborative gender equity work.
- **Culture Corps Gender Equity Award** — In collaboration with International Student and Scholar Services, given to an international student in support of bringing global perspectives to gender equity.

Capacity-Building for Change

The Women's Center funded 13 projects and offered in-kind donations to 2 additional initiatives through its **Gender Equity Grants** program (please note that some projects were postponed due to COVID-19 and deferred until 2020-2021):

2020 MN Union Women & Femmes Retreat ** Educate to Empower ** Empowering Women in Science ** Fall 2019 School of Architecture Lecture Series ** Fostering Growth of Women in the Sciences ** Gender in Education: A Project with sj miller ** Indigenous Women on the Frontlines of Climate Change Resistance ** Mathematics Project at Minnesota ** MBAA Ally Training & Real Talks for Gender Equity ** U Mothers! ** WIT & You: Finding Your Place in Technology ** Women Coaches Symposium ** Women in Academia Summit ** Women in Medicine and Science Action Research ** Women in STEAMM Wikithon

A person with glasses stands in front of a pop-up banner and is paused in conversation with another person. There are additional people standing at a table in the background. Taken at the UMN Women in STEMM Summit in November 2019.



WOMEN'S CENTER STAFF 2019-2020

Anitra Cottledge

Director

Uyenthi Tran Myhre

Assistant Director

Jasmine Gill

Program Coordinator

Keetha Vue

Graduate Intern

Amy Halbmaier

Program Assistant

Naw-Amelia Kacher

Program Assistant



Women's Center staff members smile and give a thumbs-up sign with their hands while facing the camera at the farewell party for Assistant Director Uyenthi Tran Myhre in March 2020.

RECOGNITION

Thank you to all of our donors, partners and collaborators for all you do to advance and support intersectional gender equity!



One person speaks into a microphone, and there is a person on either side of them. Photo taken at the 2020 International Women's Day event, "From Seeds to Movements: Feminist Leadership in Climate Justice," co-sponsored with the Humphrey School of Public Affairs and others.

The University of Minnesota is committed to the policy that all persons shall have equal access to its programs, facilities and employment without regard to race, color, creed, religion, national origin, sex, age, marital status, disability, public assistance status, veteran status or sexual orientation.

This publication/material is available in alternative formats upon request. Direct requests to women@umn.edu.